

## **SEXUAL HARASSMENT PREVENTION POLICY STATEMENT**

The Coast Guard's core values of honor, respect and devotion to duty are the cornerstone of our legacy as lifesavers and guardians of the sea. The respect we have and show toward one another is the tie that binds us together in these times of constant and accelerating change. Sexual harassment is one of the most severe forms of disrespect, indicates a breakdown in leadership and has no place in our organization.

All Coast Guard personnel and those doing business with us have the right to an environment free of sexual harassment and discrimination. Sexual harassment is unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature that is made a condition of employment, affects employment decisions, unreasonably interferes with work performance or creates an intimidating or hostile work environment.

Sexual harassment degrades individual dignity and human worth. It adversely affects personal productivity and effectiveness, as well as unit cohesion and readiness. It also causes higher costs to the service through increased absenteeism and decreased retention rates. Sexual harassment causes a loss of personal, organizational and public trust that seriously impairs the ability of the Coast Guard to accomplish its mission.

All members of Team Coast Guard - regular and reserve military members, civilians, non-appropriated fund employees and Auxiliarists - are responsible for and must take prompt and decisive action to prevent and eliminate sexual harassment within our service.

Every Commanding Officer, Officer-In-Charge and supervisor must set the example by creating a positive environment free of sexual harassment. Each must hold accountable those who commit sexual harassment and take prompt and effective corrective action to prevent its recurrence.

Sexual harassment has no place in Team Coast Guard.

**R. E. KRAHEK  
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